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Justice

International Ladies' Garment Workers' Union
(ILGWU)

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Justice (Vol. 44, Iss. 24)

International Ladies Garment Workers Union (ILGWU)

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Keywords

International Ladies' Garment Workers' Union, ILGWU, labor unions, clothing workers, textile workers, garment workers, garment industry, New York, United States

Comments

Justice was the official publication of the International Ladies' Garment Workers' Union ILGWU from 1919 to 1995. Editions of *Justice* were published in English, Italian, Spanish, and Yiddish. When compared side by side, the content of some of these different editions of *Justice* shows significant differences. This is the English-language edition of *Justice*.



PICKET LINE outside J. Alepin Freres shop in Montreal, Canada, protesting employer's illegal action of locking out workers. Employer Clement Alepin was sentenced by Judge to 32 days in jail for illegal firing of shop chafelady and four workers because they joined ILGWU.



SPANISH GOLDEN GLOVES CHAMPION Flavio Toro, member of New York Local 132 employed at Plastic Ware Co., received congratulations from Manager Joel Manist after winning lightweight championship at finals held in Sunnyside Gardens, in Queens, N. Y.



"DON'T BUY JUDY BOND" is the continuing laynote of the ILGWU's nationwide consumer and retailer information drive against the stock firm. Typifying members' efforts is Mary Hamilton, member of Local 330, leafletting outside Sanger's in Cherry Hill, N. J.

Extend Puerto Rico Bra Pact

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JUSTICE

INTERNATIONAL LADIES' GARMENT WORKERS' UNION

Vol. XLIV, No. 24

Jersey City, N.J., December 15, 1962

Price 10 Cents

Canada Employer Jailed For Firing ILG Workers

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JUDY BOND PAYS \$25,000 FOR EVASIONS ON CLERKS

—Page 4



ANTI-FLU SHOTS are administered to workers at the Belinda Undergarment shop in Brooklyn, N.Y., members of New York Undergarment and Negligee Workers Local 62, as part of the union's massive health program aimed at protecting its members from possible influenza epidemic. Manager Matthew Schoenwald watches inoculation procedure. To date, more than 12,000 members have taken the "shots."



BOBBIE BROOKS, negotiating committee members, who have been participating in past parleys for new collective agreement with nationwide firm, are guided on tour of ILGWU General Office in New York by Pres. David Dubinsky during recent visit. The first national agreement negotiated by the ILGWU with the nation's largest women's apparel producer was successfully reached in March 1961.

Labor Urges Bold Action to Create Jobs

The AFL-CIO again has called for "vigorous" government action to create jobs, citing a new report which singles out the lag in economic growth as a main reason for persistent high-level unemployment.

Those who oppose government action to stimulate the economy, the AFL-CIO charged, have been promoting the idea that America's unemployment statistics are inflated and therefore the problem isn't as bad as it appears.

This argument was answered, the AFL-CIO noted, by a presidential study group which found the true U. S. jobless rates to be twice as great today as in the early 1950s and far higher than those in western Europe.

The problem of high-level U. S. unemployment was discussed in an analysis, prepared by the AFL-CIO Department of Research.

"Even after the necessary ad-

justments were made (for different methods of counting)," the AFL-CIO economists pointed out, "the unemployment rate in the U. S. for 1960 was still five times as great as in Japan and West Germany; four times as great as in Sweden; three times as great as in France; over twice as great as in Britain."

The AFL-CIO said these comparisons grew out of research carried out by the U. S. Bureau of Labor Statistics at the request of President Kennedy's Committee to Appraise Employment and Unemployment Statistics. The study

group was named in the wake of attacks on U. S. jobless statistics to evaluate the entire system of gathering labor force data. It found the figures "quite reliable," the AFL-CIO said.

"The results of that [BLS] research . . . are that the higher rates of unemployment in the U. S. have been due not to differences in the method of counting the unemployed but to a lack of vigor in this nation's economy."

"The economies of western Europe and Japan have been booming while the U. S. economy has been sputtering."

"Since the end of 1957—some 60 months—the rate of unemployment in the U. S. reported by BLS has fallen below 5 percent of the labor force in only one month," the Department of Research analysis pointed out. "During this five-year period, it has averaged twice as high as in the early 1950s when the unemployment rate was around 3 percent."

The AFL-CIO said that those who attacked these figures as inflated were, in so doing, avoiding the problem.

"Such continued high levels of unemployment, when all other economic indicators show improvement," it declared, "point strongly to the need for vigorous governmental action—for policies and programs which will stimulate the economy and create additional job opportunities."

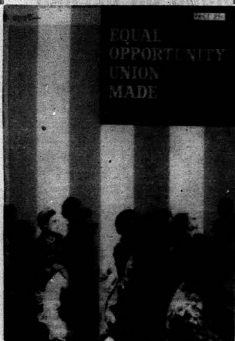
The analysis said the study group's report dealt with criticism which tried to explain away the high U. S. jobless rate in various ways: that the U. S. counts youths and married women who in many European countries do not, thus adding to this nation's jobless totals; that the U. S. has had an unusually large labor force growth, thus fattening jobless totals.

The study group compared the U. S. data with seven industrialized nations: Canada, France, Great Britain, Italy, Japan, Sweden and West Germany.

Tracing the study group's comparisons of national rates of labor force growth, economic growth and increased productivity, the AFL-CIO said the U. S. was left with higher unemployment because "the U. S. economy has not been growing fast enough" to absorb new jobseekers and those displaced by automation.

"There has not been enough purchasing power where it would do the most good—that is, in the hands of the low income groups—to buy sales which, in turn, would create the need for still more production and therefore more jobs," the AFL-CIO study concluded.

Just Off the Press!



This 72-page, fully-illustrated booklet tells the story of the ILGWU, describes the nature of the garment industry and lists the achievements of the nation's garment workers in their drive for decent work and wage standards and a better life for all.

In direct and exciting fashion it also tells how both the union and the industry have provided for millions of new Americans their lifeline experiences in industrial and political democracy. It outlines the ILGWU's long and continuing fight for equality in the shop, the community and the nation.

"Equal Opportunity Union Made" explains such matters as piece work, job security, the reason for joint boards, the garment industry wage structure, job placement and training programs. It outlines ILGWU educational programs and officer training plans as well as the history of the ILGWU in Puerto Rico and the story of ILGWU support of civil rights legislation.

Complete, concise and up-to-date, "Equal Opportunity Union Made" has just been issued by the ILGWU Education Department. Listed at 25 cents a copy, this stirring account of how a progressive union has made equal opportunity a fact of life for American minorities for over six decades is available to members through local union headquarters at a special ILGWU price.

Men of the Year



Dr. David Gelfand (left), in charge of cardiology at Philadelphia Union Health Center, was honored as Pennsylvania "Physician of the Year" by Governor's Committee on Employment of Handicapped, while "Employer of the Year" designation went to Morris Nachman (right), head of Fleish Trimming Co., which employs 25 handicapped workers out of 150 work force. In center is Vice Pres. William Ross, manager of Philadelphia Dress Joint Board which cooperated with the firm in developing this program.

WASHINGTON LETTER

Early Congress Test Seen Thru House Vote on Rules

WASHINGTON (PAI)—When the 86th Congress convenes in January there will be 67 new members of the House and Senate. Just what the new faces will mean in the new Congress is the subject of endless speculation. It is generally agreed that in the Senate the Kennedy program should have fairly smooth sailing—provided liberals don't split and fight among themselves as they did at times in the 87th Congress.



A factor which cannot be overlooked, however, is that liberals still chair most of the important committees in the Senate. Robertson of Virginia heads Banking and Currency, Byrd of Virginia runs Finance, Hill of Alabama heads Labor and Public Welfare, Eastland of Mississippi

has seniority in Judiciary and McClellan of Arkansas heads Government Operations.

In many cases the overwhelming liberal majorities on the Senate committees can overcome the chairmen, but the power of the heads of the committees should not be underestimated.

Move Against Liberals

The first big issue before the Senate as it meets will be the effort to liberalize Rule 22 which makes filibusters possible. In past Dixiecrat and conservative Republican hands lined up to defeat this move. One new element in the 86th Congress is that many Southerners, for the first time, voted to cut off debate during the communications fight. Unquestionably, the liberals will use this against them in 1963.

Whether the liberals have gained sufficient votes in the House to overcome the Dixiecrat-conservative Republican coalition remains extremely questionable. President Kennedy said during the campaign that only a five-vote shift would help his program.

This test will come when the House votes on its rules. Administration supporters will strive to decrease the power of the Rules Committee to decide which legislation shall be reported to the floor and which not. In 1960 and 1961 this was effectively handled when the House voted to permit chairmen of standing committees the power to report out legislation which has been in the Rules Committee for longer than 21 days.

The Ways and Means Committee, headed up by Rep. Wilbur Mills (D-Ark.) was another major stumbling block to liberal legislation in the 87th Congress. It skinned Medicare, for example. Two conservative Democrats will be replaced by liberals. One conservative Republican, Noah Mason of Illinois, has retired but his replacement will probably vote as he did.

There is another factor involving the Congress that will be hard to appraise. The President will have far more prestige than he did in the 87th. His handling of the Cuban crisis has provided wide admiration.

The Democratic showing in the Congressional elections was impressive. And too, all of the House and one-third of the Senate will ride to victory or defeat with the President in 1964. They may feel the pressure to support him more now than previously. Whether this is true or not we will know within days after the new Congress convenes.

Anti-Bias Meet

FOR CONFERENCE CIVIL RIGHTS.

With SHERMA



Vice Pres. Morris Babin, Midwest Regional director, addressing Labor Conference on Civil Rights in Chicago.

Canada Judge Ails Employer For Firing Pro-LG Workers

Clement Alepin, a leading official of the Montreal lingerie manufacturing firm of J. Alepin Freres, early this month was sentenced by Judge Roger Oulmet of the Quebec Court of Appeal to 32 days in jail for illegally firing a shop chairlady and four other workers solely because they had joined the ILGWU.

This precedent-making decision, believed to be the first time in Canada that an employer was sent to prison for dismissing employees only because they had joined a lawful trade union, is expected to provide a major spur to ILGWU organizing activities throughout the province of Quebec, according to Vice Pres. Bernard Shantz, who announces that the area union's organizing department is being expanded.

In addition to the jail penalty

against Alepin, the firm was fined \$250 after Judge Oulmet rejected their appeal against convictions 18 months ago in Quebec Court "on charges filed by an ILGWU member concerning illegal discharges and intimidations of workers. At that time, Judge T. A. Fontaine had found Alepin and the company guilty and had imposed certain fines, but the accused immediately appealed; it is on this

appeal that Judge Oulmet ruled now.

After carefully reading the 494 pages of the transcript of the trial before the Quebec Court Judge, Justice Oulmet concluded that the evidence established beyond all reasonable doubt that "the only reason for the dismissals was the fact that Clement Alepin, personally and in his official capacity, was violently opposed to this union."

The charges arose out of an organization campaign conducted by the ILGWU at the first in October 1960. Mrs. Therese Lalour, who was shop chairlady, was the first employee fired for union membership, and the first case was initiated on her behalf. Later on, Judge Fontaine also found the company guilty of having fired four other workers—Jean-Guy Chabernak, Romeo Goguet, Armand Langlois and Pierre-Paul Cyr, for the only reason that they were ILGWU members.

All these complaints grew out of a series of incidents which

took place inside and outside the factory, following the dismissal of about 30 workers during the fall of 1960.

In upholding the lower court's finding in the case of Therese Lalour, Judge Oulmet held that Alepin "unjustly and without lawful authority dismissed Mrs. Lalour for the sole reason that she was a member of a lawful union, formed to advance the legitimate interests of its group and to protect them in the regulation of wages and working conditions, after having

(Continued on Page 11)

Puerto Rico Pro-LG Act Enjoins With Pay, Fringe-Benefit Gains

Yuletide in Freedom



In true spirit of Christmas cheer, members of Eastern Region Local 149 in Plainfield, New Jersey, have been collecting toys and clothing for children of Cuban refugees in U.S. The gifts collected will be turned over to the Cuban Refugee Center, Catholic Relief Services, which in full cooperation with the AFL-CIO Community Services Department, will distribute them to the children near Christmas time. Shown with some of the gifts contributed are, left to right, Manager Leon Milman, executive board members Yolanda Cuttito, chairlady at Star Dress, and Josephine Abruzzese, and Joseph Bengivenga, president of the local.

Hearings Act to Boost Puerto Rico Minimums

Legal hourly minimum wage rates in a number of apparel trades in Puerto Rico will be increased as the result of recommendations voted by Industry Committees (composed of three representatives each of labor, industry and public) after hearings held on the island during the last several weeks.

In a number of instances where labor members voted against it, was because they favored higher increases. For the corset and brassiere industry, for the group, by a vote of 8

to 1, recommended a raise of 9 cents an hour, bringing the legal floor from 99 cents to \$1.04. (Under terms of the industry-wide union contract, past minimums are set 8 cents above that, aside (Continued on Page 11)

Provisions for across-the-board wage increases and improvements in a number of "fringe" benefits highlight an agreement on extending the collective contract covering more than 4,000 corset and brassiere workers in Puerto Rico, members of Local 400.

Following negotiations initiated in New York and completed on the island last

STUDY SHOWS WAGES IN 'RTW' STATES LAG BEHIND REST OF U.S.

So-called "right-to-work" laws which ban union shop agreements have acted as a "damper and brake" on wages in the 19 states which adopted them, according to a study by a leading economist. The National Council for Industrial Peace said the study by Prof. Milton J. Nadworny of the University of Vermont "constitutes a direct refutation" of the National Right to Work Committee's claims that "right-to-work" laws have brought economic benefits.

He cited statistics showing that the gap between high wage levels in states which permit the union shop and low wages in states with "right-to-work" laws has steadily widened in the past 11 years. He noted that 15 of the 19 states had "wage" laws which in effect in 1950. He said: "If we examine hourly rates paid in the 12 states which in 1950, their average was 28 cents below the United States average. In 1961, the average hourly rate paid in those states was 31 cents below."

For all 19 states, the economist declared, the same comparison showed an average hourly rate 21 cents below the national level in 1950 and 23 cents lower in 1961.

A comparable widening of the wage gap is shown in weekly wages. The gap widened from \$5.29 to \$9.61 for the 13-state group and from \$6.86 to \$7.14 for the 19 states.

Labor per capita income in the "right-to-work" states averaged \$292 below the national level in 1961. The 19-state comparison showed the 1961 deficiency in 1950 growing to \$379 in 1961.



NO GARMENT LEAVES THE SHOP WITHOUT IT!

month, it was agreed that the existing contract, which had been scheduled to expire January 31, 1964, would be extended by one year and would include the following improvements: —Paid holidays, currently four, would be augmented by an extra day in 1963 and a further additional paid holiday in 1964, for a total of six.

Employer contributions to the health and welfare fund, heretofore equal to 3 percent of pay, go up to 3½ percent. This will enable Local 400 to provide workers with incidental services when hospitalized, in addition to basic care with which they already are covered.

An across-the-board wage increase of 4 percent to all

workers on November 3, 1962. At the same time, an automatic rise in the legal minimum will go into effect as the second step of benefits provided by changes in the federal wage and hour law last year. Also, according to terms of the ILGWU contract, union minimums are pegged at 5 cents above the statutory floor.

Puerto Rico Manager Jerry Schoen and Director of Organization Alberto Sanchez headed union negotiators which included a committee of workers; Melvin Keshblatt and Alex Glusberman represented the employers.

Terms of the extension were ratified by shop representatives at a meeting held last month.

Raises via New Pact In Phila. Embroidery

Wage increases ranging from 10 to 13 cents an hour highlight terms of a new collective agreement covering some 400 workers in Philadelphia's embroidery industry, reports Vice Pres. William Ross, manager of the city's Dress Joint Board.

In addition to the pay hikes, which go into effect January 1, other improvements include an additional paid holiday, for a total of six guaranteed paid holidays.

Members of the union's negotiating team included Business Agent Al Alcoriza, Joe Kalkowitz, Jean Abrams, Bebe Brignola, and Gilligan and Goldie Green.

"Pins & Needles" Show

An exciting "treat" at the annual holiday affair for local executive board members of the Philadelphia Dress Joint Board on December 11 was a special performance of "Pins & Needles," a revival of the famous ILGWU musical revue of the Thirties, performed by the group which stages the production at the Upstairs East Club.

The performance, which brought back many nostalgic memories to those who recalled the original show, was given in the auditorium of union headquarters.

JUSTICE

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JUDY BOND CONCEDES ONE COUNT, PAYS \$25,000 FOR SHIPPER EVADING

In a major union victory, Judy Bond has conceded the validity of one of the four awards made by the blouse industry impartial chairman against the firm for its runaway action to avoid ILGWU standards.

The union recently received a check from the firm covering the award of \$25,001

for underpayments and overtime dues resulting from Judy Bond's failure to abide by contract terms calling for a 53-hour-week for shipping clerks, who instead worked 40 hours.

In addition, the runaway blouse firm suffered a severe legal setback in its attempt to nullify the other awards made by the impartial chairman.

The Supreme Court of New York County refused the firm's appeal for a stay on the union's motion seeking court implementation of the award directing the firm to make its fourth quarter 1961 records available to the ILGWU.

Appeals by the firm are still pending on the other motions filed by union attorneys with the court, aimed at securing judicial confirmation of the impartial chairman's awards which total \$10,762. The other motions filed by the union cover the following:

—Award of \$61,000 in damages because the company, while under ILGWU contract, violated its obligation to make all of its work in unionized shops and channels \$1,000 dues to non-union production.

—Award of \$22,460 to the industry's health and welfare fund for the amount it failed to pay for this non-union production.

Handling the union's case before the impartial chairman and the New York court is the law firm

of Lieberman, Katz and Aronson.

The awards presently under court review had been made on July 10 by George J. Munter, industry arbiter, acting on charges brought against the company by the ILGWU after the firm in December 1961, broke away from the employers' association and closed its New York operation just as negotiations were being completed by the union and the association for renewal of the collective agreement. Subsequently, Judy Bond obtained a plant in Brewton, Alabama, and moved all of its production south.

Meantime, the ILGWU's national drive against the struck runaway blouse firm received additional support recently when the Arkansas AFL-CIO unanimously approved a resolution condemning the action of the United Garment Workers in signing a "contract" with Judy Bond covering workers at its Brewton plant.

The action was taken at the labor body's fourth convention held in Little Rock, Arkansas, reports Martin Berger, manager of the Southern Missouri-Arkansas District Council, who was re-elected to a post on the group's state executive committee.

Only 'Negligible Progress' In '99' Contract Parleys

Only "negligible progress" has been made in negotiations for a new collective agreement for 4,500 union members in the New York offices and warehouses of the women's apparel chain stores, Douglas Levin, manager of Office and Distribution Employees' Local 99, reports.

"We must face the fact that a strike is a possibility when our present agreement expires on December 31," he said. "The employers have given no real indication that they are willing to meet the fair demands of the union."

The union has been insisting on a wage increase, higher mini-

mums, the elimination of pre-ticketing, direct shipments and other practices which threaten the job security of its members, an improved vacation clause and other improvements in benefits and working conditions.

"While we are not giving up hope of reaching an agreement at the conference table," Levin said, "we are at the point where we must begin preparing for the consequences of a complete breakdown in our negotiations."

The Local 99 manager said that since negotiations began, on October 22, agreement has not been reached on a single major point.

"We are now stepping up the pace of our negotiations, meeting almost daily, and perhaps the next few weeks will bring a break in the present impasse," he said.

If an industry-wide strike in the chains does develop, it will be the first since the union began its relations with the Women's Apparel Chain Store Association in 1946.

Pact Talks Pushed For 7,000 in '32' As Deadline Nears

Negotiations are continuing apace for new collective contract terms covering some 7,000 New York corset and braier workers, with Local 32 Manager Max Goldenberg indicating he is "hopeful" agreement will be reached before the current pact expires at the end of this month.

He emphasized, however, that "important differences between us and the employers remain to be settled," and that the union intends to stick to its "no contract, no work" policy.

The union is asking for a wage increase, a substantial boost in minimums, improved vacation and holiday clauses and stronger enforcement provisions while Goldenberg emphasized, are necessary for the "sanitary and efficient application" of the agreement.

Act to Stop Shutdowns

Meanwhile, on another front, the Local 32 manager revealed that the union is prepared to take "the strongest possible measures" to prevent the closing down in New York City of the production units of two firms—Hall and Glenderson.

He said that arrangements have already been made for the effective cooperation of ILGWU locals in Pennsylvania and Puerto Rico where both firms have other production units. "We are determined to protect the jobs of our members," he said.

Kansas City Fire Drill



Under the direction of union officers, with the cooperation of management, public officials and fire department, 432 workers at the Gernes Garment Co., in Kansas City, Mo., members of Local 288, participate in fire drill exercise. Those supervising the drill included Helen Bengtson, manager of the Kansas City Joint Board, business agent Rinaldo Finetti, and fire department officials.

Illinois Leafletting



In Decatur, Illinois, members of Local 120 mobilize plans prior to bombing paraffins with "DON'T BUY JUDY BOND" leaflets outside stores still carrying the products of the struck runaway blouse firm. Shown left to right are business agent Laura Wichert, Pauline McCutcheon, Mary Feazel, Ruth Robertson, Bonnie Wilson, Bessie Leach and Margaret Songer. Patrons headed the appeal.

Shipping Clerks Swell Rosters of Local 20

An all-out organizing drive among the rainwear industry's shipping clerks, which got under way in October, plus unionization of 14 new firms, brought about a sizable boost in the membership of New York Local 20, Waterproof Garment Workers, during the past year.

This achievement was one of the highlights of the report presented by Local Manager Joseph Kesler to the annual shop chair-ladies' and chairmen's meeting held at the Hotel New Yorker on December 1.

Unionization of the shipping clerks, as well as floor workers in cutting departments, gives the "green light" in the recently renewed agreement, added close to 300 workers to local rosters, with most obtaining a minimum of \$1.50 an hour, he stated.

Kesler reported that the 16 new firms brought under contractual relations during the year

included three jobbers. During the same period, a number of shops went out of business, leaving a net gain of seven shops and two jobbers.

Raise Into Effect

The manager reminded the assembled shop leaders that, in accordance with the new agreement terms, across-the-board wage increases of 10 cents an hour, with a maximum of \$3.50 a week, go into effect in January. He emphasized the importance of vigilance to insure that every worker in every shop receives the full increase; the only exceptions are those who received 10 cents an hour or more additional when the minimums were raised.

Kesler voiced appreciation to Pres. David Dubinsky for interrupting his vacation last summer to take part in the final negotiations that broke the impasse, and lauded General Secretary-Treasurer Louis Stulberg for his constant counsel to the local.

Analyzing the state of the local's finances he indicated the general fund gained close to \$90,000 during the year for a total of \$619,200 and that reserves in the health and welfare and retirement funds added up to over \$4,260,000. He also stressed the importance of the union label being sewn into each garment as a safeguard of union conditions.

Also addressing the gathering was Vice Pres. David Glasgold, director of the Northeast Department, who traced recent developments in the rainwear industry, especially the growing trend toward production of such items by multi-plant firms.

Presiding at the session was Joe Weinbaum, local spokesman. The meeting was followed by a luncheon for the shop leaders and guests of the local.

A Well-Earned Tribute



A large contingent of ILGers were on hand last week to honor Frank R. Crosswaith, seated, long-time chairman of the Negro Labor Committee and ILGWU general organizer, at affair saluting the fighter for civil rights on his 70th birthday. Among those who served on the reception committee (from left to right) were Richard Banks Jr. of Local 91; Omar M. Turner of Local 66; Helen Hemingway of Local 23; Gloria Verner of Local 40; Christine Scoff of Local 25; Wendell Githens, secretary of Negro Labor Committee; Priscilla Timpon of Local 62; Mabel Fuller of Local 62; Edith Ransom of Local 22 and Edward Fegan of Local 99. Present at the event, but not shown, was Allan Jackson of Local 60-50A. Affair took place at the Harlem Labor Center in New York.

Labor, Community Honor Crosswaith at 70

Representatives of leading organizations, including numerous labor, civic and community organizations, gathered at the Harlem Labor Center on December 8 to honor Frank R. Crosswaith, long-time chairman of the Negro general organizer, on his 70th birthday.

Leading the congratulatory messages was one from President John F. Kennedy, who told Crosswaith that "your record of achievement in furthering the cause of social and economic justice is most commendable. You are to be congratulated as an individual and as part of the great American labor movement—a movement created as it was by a desire for social and economic justice."

Many Salutes

Other salutes included those from Governor Rockefeller, Mayor Wagner and AFL-CIO Pres. George Meany. On behalf of the ILGWU, Pres. Dubinsky and General Secretary - Treasurer Louis Stulberg stated:

"Three decades ago, before many of today's self-proclaimed saviors were even

aware of the fight for justice, Frank Crosswaith took up the struggle against what must have seemed like insurmountable odds to win socialism for the Negro workers—and Negro workers for socialism."

"Through both the Negro Labor Committee and the ILGWU, Crosswaith worked and sacrificed to help prepare the groundwork on which, in more recent years, has been built the massive and growing participation by Negro workers in our country's trade union movement."

"He has always believed that the advancement of the Negro worker is inseparable from the advancement of labor as a whole. He has labored well and we are proud to join in saluting him on his 70th birthday."

As general organizer for the

ILGWU and as lecturer for socialist and liberal organizations, Crosswaith for many years travelled across the country addressing labor groups, college students and others, eloquently expressing the hopes and aspirations of all oppressed people for a better life. He contended vigorously that "the problems of the Negro people were identical to those of all working people, that the aspiration of labor could only be achieved by giving equal consideration and opportunity to the Negro workers and all workers regardless of race, color or creed."

A pioneer in the fight for civil rights, he crusaded for the integration of Negro workers into the labor movement, and stimulated the influx of thousands of Negro workers into numerous present-day AFL-CIO unions.

With the cooperation of labor and liberal leaders, Frank Crosswaith established the "Trade Union Committee for Organizing Negro Workers" in 1925. In 1928 this was absorbed by the Negro Labor Committee, of which he has served as chairman since. This organization maintains the Harlem Labor Center—"Labor's Home in Harlem," at 312 West 125th St., which is recognized as the center for all activities among Negro and white workers within the legitimate framework of the trade union movement.

Crosswaith has been an uncompromising foe of the Communists, whom he has charged with seeking to use the grievances of the Negro people for cheap political propaganda and to hamper legitimate efforts to achieve equal rights.

The late Mayor Fiorella LaGuardia appointed Crosswaith as the first labor member of the New York City Housing Authority, recognizing his intense interest in creating better and equal housing for the working people of the metropolis. He has been recognized in this post by three successive Mayors, including Mayor Wagner.



SYMBOL OF DECENCY,
FAIR LABOR STANDARDS
AND THE AMERICAN
WAY OF LIFE

IALC Award Goes To Sight-Restorer

The never-ending need for constant vigilance and unflinching determination by all democratic forces in facing the challenge of Communism and other forms of totalitarianism was the dominant theme of the luncheon marking the 21st annual conference of the United-Italian American Labor Council held on December 8 at the Hotel Commodore in New York City.

The affair was a testimonial to Dr. Vito La Rocca, great surgeon and humanitarian, who recently restored the sight of two children born blind, performing the delicate operations free of charge. Chairing the event was ILGWU First Vice Pres. Luigi Antonini, general secretary of Italian Dressmakers' Local 89 and president of the council. He was introduced by ILGWU Vice Pres. E. Howard Mollant, manager of Italian Clockmakers' Local 48 and council secretary.

IALC Record

In his address to the gathering, Antonini reviewed the history of the Italian American Labor Council, noting that it was formed during the early days of World War II to combat Fascist propaganda and provided a rallying ground for liberal Italian-Americans.

From the time of the downfall of the Mussolini dictatorship, the council has continued to fight reactionary forces by supporting democratic elements in the Italian labor and political scene, he stressed.

Other principal speakers at the luncheon were New York Mayor Robert F. Wagner, ILGWU General Secretary-Treasurer Louis Stulberg, Italian Ambassador Sergio Pinna, and Edward Corsi, New York State Commissioner of Unemployment Insurance.

In his remarks, Stulberg lauded Antonini's resolute and courageous record of opposition to Fascism and its agents prior to and during World War II and praised his present efforts in promoting greater Italian-American friendship as an effective contribution toward strengthening the forces

of freedom throughout the world. Mayor Wagner, in addition to hailing the great achievements of the IALC during World War II, cited the group's continuing dedication and effort to the cause of freedom, both at home and abroad.

The guest of honor, Dr. Vito La Rocca, thanked the council for tendering the testimonial and bestowing the title of "Conservator of Blindness" to him. He also expressed his appreciation to the members of Locals 48 and 89 who contributed generously to pay hospital expenses for the two children whose sight was restored.

At the council's sessions prior to the luncheon, it reviewed the activities of the past year, which included financial contributions to various relief and democratic causes and institutions, and elected a slate of officers for the coming year. These included the re-election of Luigi Antonini as president and executive director and E. Howard Mollant as secretary.

The council also adopted resolutions supporting President Kennedy's action in thwarting Soviet aggressive maneuvers in Cuba and calling for the re-alignment of unused immigration quotas to countries such as Italy.

Year Review, Prospects At '17' Meeting Jan. 16

A year-end review of union developments and industry conditions, as well as a look ahead, will be on the agenda of the membership meeting of New York Clock Operators Local 117, called for Wednesday, January 16, right after work at Manhattan Center, 34th Street and 8th Avenue, announces Manager Nat Windman.

At IALC Testimonial



Dr. Vito La Rocca, left, guest of honor, and ILGWU First Vice Pres. Luigi Antonini at United-Italian American Labor Council luncheon. Standing is ILGWU Vice Pres. E. Howard Mollant.

Victory Crowns Dress Strike at Arthur Love; Zero-In on 15 Holdouts

The Dressmakers' Joint Council has announced that a seven-day strike against Arthur Love, a popular-price New York dress jobber, has resulted in unionization of the firm.

Vice Pres. Charles S. Zimmerman, the council's general manager, said that a total of 103 jobbers and manufacturers were signed up during the 15-month period ending November 1.

He indicated that the union's organization efforts would move into high gear again as soon as the spring season develops.

Herbert Gersham, the council's organization director, said his department hoped to terminate a number of strikes successfully as soon as the firms come under the pressure of their spring season production needs. The council now has 15 strikes in progress. Gersham said that the organ-

izing effectiveness of the council had been improved by closer cooperation among all sections of the affiliate. "It does no good to stop a jobber's work in one area if contracting shops in another area continue to do his work," he said.

"We hope therefore that our spring organization drive will be a fully integrated effort effective in all of the eight states in the New York metropolitan dress market."

It is expected that the council's organizing staff will be substantially expanded for the spring drive.



"The Industrious Needlewomen" by M. Tryer

"Christmas Homework - 1885"

On Christmas Eve years ago, you could see women carrying bundles home.

Not presents for the children.

They were bringing home work. Christmas homework.

The shop was closed; but the work had to get done.

The Christmas spirit carried a burden, too.

It was hard—painfully hard—to enjoy a holiday when fourteen hours of work cluttered the dinner table.

A day off? There was no such thing.

Happily, times have changed.

Ladies garment workers now enjoy their holidays with full pay.

Seems like a long time ago. The era of the seven-day week and the \$5 weekly paycheck.

But there are still workers in the garment industry who can remember those so good old days. They remember how it was before the union. They remember the day of the sweatshop.

Today, 450,000 members of the International Ladies' Garment Workers' Union enjoy fair wages, good work-

ing conditions and many benefits, including vacations and holidays with pay.

This progress has helped not only ILGWU members and their families. The union's influence has helped raise standards of working and living throughout the entire community, contributing to the welfare and happiness of people in all walks of life, as well as the nation itself.

The ILGWU label, sewn into ladies' and children's garments, is the signature of these 450,000 working people, 80% of them women. It is the signature of workers who, through their union, have achieved fair standards, the dignity of a voice in their own conditions of employment, and a position of respect in their communities.

Look for that label the next time you shop for women's or girls' apparel. It is your guarantee that the clothing you buy was made by skilled craftsmen in a shop reflecting the best American standards and traditions.

You can have a handsome free reproduction of the artwork above ("The Industrious Needlewomen," by M. Tryer) suitable for framing, by writing to the Union Label Department, ILGWU, 1770 Broadway, New York.



Symbol of Decency,
Fair Labor Standards and the
American Way of Life.

This 'ad' was scheduled to appear in 101 U.S. newspapers on December 18.

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PRINTERS' INK

THE LABEL WITH A HEART

PRINTERS' INK, "house organ" of the advertising industry, last month gave top honors to the current campaign in behalf of the ILGWU union label. It devoted the cover and lead story of its November 2 issue to the series of ILGWU label advertisements produced by Wexton Co., noting the fact that the emphasis in these page spreads has been shifted to sentiment by telling the public about the human aspects and the heroic history of the garment industry.

Based on an interview with the head of Wexton and representatives of the ILGWU, the Printers Ink story notes that the shift conforms to the findings of a union-commissioned survey done by the Harris and Associates firm at the start of 1962. One conclusion of that study was that "as a symbol of decency to labor, the union label is powerful, believable, and can be made to work. As a symbol of good working conditions, the label can receive unchallenged but deep emotional support."



"The girl links in to wear the mill
That nearly every day
The laboring children can look out
And see the man at play"

On August 22 the back of the second section of The New York Times, the New York World-Telegram & Sun and a score of other newspapers around the country were pages of poignancy. A high-priced advertisement, in prime space, unobtrusively tucked at the bottom of the page, was a plea for the very real fear they might swing their career or campaign with the angry backlash that sentiment tastefully rendered can arouse in an affluent consumer. Sponsor of the ad, The International Ladies Garment Workers Union, is an advertisement, however, that is moving freely—and according to union officials, successfully—in this delicate area in its current campaign.

The August 22 ad is a good example of the ILGWU method. Generally, the page was a dramatic and touching statement, both pictorially and poetically, against labor injustice. Specifically, the absence of child labor was highlighted. A large photograph of a ten-year-old girl factory laborer (from the files of the Bettman Archives) dominated the page. Beneath the picture four lines were quoted from a turn-of-the-century poem by Sarah Cleghorn: "The girl links in to wear the mill/ That nearly every day/ The laboring children can look out/ And see the man at play."

The ILGWU has a particular advertising problem. The union, does not advertise to sell wearing apparel although its 450,000 members make 90 per cent of all the women's clothing purchased in this country. Its promotion is comparable to corporate advertising, since it is devoted exclusively to promotion of the ILGWU label.

Harry Conne, staff representative of the union's label department, explained that the struggle for manufacture acceptance of the label closely parallels the hard-won recognition the union itself now enjoys. The ILGWU was founded in 1900, but it was not until 1926 that union president David Dubinsky concluded an agreement with

the industry guaranteeing that the label would be sewn into all garments made in the union shop.

Union agreed to advertise

At the same time, the union agreed to back up the label with advertising and promotion support in the amount of \$1-million a year, (\$800,000 of which is placed through the Weston Co., New York, ILGWU's agency, in 60 U.S. newspapers).

Purpose of the campaign, in the words of the union's general executive board, is "to convince consumers of their own stake in maintaining decent American standards in the garment industry—and to support the union label as a weapon in the drive to eliminate the remnants of classism and racketeering."

The first ad appeared in 1959, and the format has undergone an evolution since then. The original ad (before the account was assigned to Weston) took a high-fashion approach in selling the label story. The series ran for a couple of years until, as Leon Stein, editor of justice, the union newspaper, put it: "We decided that the emphasis should be shifted from fashion to aspects of union activity."

From 1,500 in-depth interviews with women around the country, the union had learned that "As a symbol of decency to labor, the union label is powerful, believable. As a symbol of good working conditions the label can receive... deeply emotional support."

This suggested a new approach. Union officials approached Martin Solow, president of Weston agency, to discuss the possibility of his agency handling the account. For Solow, who (unknown to the ILGWU at the time) had worked for the national CIO newspaper and had done a stint as an organizer for steel unions and whose father had worked in the garment trade, the chance to work on the union account "was like old home week."

He and Conne and Stein, along with Paul Kuzmes, Weston art director,



The ILGWU ads (through Weston) are touching and sincere, but not maudlin

mapped out a new format for the union. Approved by Dubinsky, the series was a departure for ILGWU.

The new campaign broke early this year and was carried in newspapers around the country. These were featured different members of the industry—designers, manufacturers, retailers, garment workers. The message was subtle and soft. Each ad was an attempt to bring to life, in a very human way, the people who work in the giant industry.

"We bear in mind all the time that our audience is women," said Solow, who writes the copy. "They make the clothes, and they buy them. So we try to appeal to them in the way they understand best, the heart."

The motif was apparent even in the ad honoring the garment manufacturer. Copy under a picture of a deserted factory read: "It's after hours. The factory is empty. But the chances are the house is still around. And if he were to walk through the factory he would hear his footsteps echo loudly in the quiet shop. So many images would crowd in on him..."

Phase two described various activities of the union in its fight for decent working conditions and wages. One of these ads reproduced an old photograph of latter 19th century garment workers in the first American Labor Day Parade. Headline was suggested by the picture: the women had worked 80 years ago: "8 hours of work—8 hours of rest—8 hours for what we work."

Many requests for reprints. The ad of the widowed girl at the widow has drawn the greatest response. The union received many letters commenting on her plight and many school teachers wrote in requesting reprints for use in class.

ILGWU's ad campaign advertising is now nearing the end of its first year, and Stein and Conne say its theme and format will be continued. It is their belief that the union's point across that there is a long-range payoff.

Solow gave this reason for what he feels is the union's success in its many ad runs, and he leaves alone: "Too often, advertisers who use people as models, and make them uncomfortable. I think we succeed because we're sincere. We mean it when we're sentimental."

N'East Racks Up Pay Gains For 300 at Tidy Products

Top Northeast Department negotiators in recent weeks have been following a full schedule of parleys with a number of major firms whose independent agreements were slated for expiration during this period.

One of the results was a one-year extension of the first-time Local 197 contract with Tidy Products Co. covering close to 300 workers at the firm's plants in Columbia and Quarryville, Pa., making children's snowsuits and outerwear.

After a number of negotiating sessions whose participants included Vice Pres. David Glingold, Northeast Department director; Bob C. Chalkin, assistant director; Martin Morand, manager of the Central and Western Pennsylvania District, and shop committee members, agreement was reached on improvements that included:

—Wage increases of 5 percent for piece workers, hourly boosts of 5 cents for time workers, 10 cents for spreaders, and 10 to 20 cents for cutters;

—Higher overall minimums and establishment of specific minimums for each craft. Guaranteed shop floors for operators and pressers, now set at \$1.25 an hour, will rise to \$1.45 on September 1, 1963 and as a result will be 20 cents above the federal legal bottom.

Carried over is the full range of standard health, welfare and other "fringe" benefits coverage.

In addition, it was agreed that the union's management-engineering facilities would be made available for cooperation with the firm's staff for a joint study of ways to assure improved operations in light of the company's changing price lines and product.

Widespread Confabs

In recent weeks, also, Northeast officers took part in numerous conferences with able-bodied throughout the department's areas on a wide variety of problems growing out of new production patterns, plant expansions, firm consolidations, etc.

At Barmon Brothers in Buffalo, N. Y., Glingold and Alec Karsky, manager of the Upstate New York and Vermont District, conferred with management concerning demands for upcoming pact parleys affecting some 100 workers. This firm last year went through bankruptcy proceedings and a complete reorganization; in the process, one of its plants was liquidated, and the remaining two shops switched to lower price activity dress.

In the talks, the union spokesmen made it clear that the firm now, in any event, was in a position again to engage in serious collective bargaining for improvements for Barmon workers that would include wage increases, additional paid holidays, higher minimums and establishment of craft minimums.

At shop meetings of Barmon workers, determination was voiced that management must come up with substantial proposals at the

negotiations—or face the possibility of a work halt when the contract expires at the end of the year.

In Boston, Glingold, Chalkin and local 30 Manager Henry Brides met with a committee of Rainwater Association employers on the continuing dispute over the firm's failure to make proper payments to health and welfare funds. The session agreed that the entire matter be referred to the industry's joint chairman.

Talks also were held with Cable Co. of Boston, rainwater apparel concern with several plants in Massachusetts and contractors in Pennsylvania, which is expanding continuously and may add shops in a number of other states.

Problems of expansion and change also were discussed with employers such as the J. & H. Knabe Co., with several plants producing children's dress and allied lines in Pennsylvania; at Kay Winstanley, at L'Angeles, where the issue is procedures for retaining the entire work force from a section order to the making of a more complete garment by each worker.

Vice Pres. Glingold also indicated that in recent meetings with the department's various area managers, he stressed the importance of drawing active unionists from the shops to become part of the needed organizing personnel.

L.A. Back Pay



Giovina Clark, member of Los Angeles Dress and Sportswear Local 96, receiving check from Deputy Labor Commissioner Bob Bruner representing back pay. Giovina was among some 100 workers formerly employed in the now defunct firm of Edith Small Originals who received back pay totaling \$18,000. Present at the event were Eldor Stenzon, manager of the Los Angeles Cloak Joint Board and other staff members of the cloak board.

HOW TO BUY

by SNEYD HANCOCK

Touted Toys Are Not All They're Cracked-Up to Be

The combination of the present huge child population and the constant barrage of TV commercials has become a serious money trap for parents. Often the prices of TV-advertised toys are inflated; nor do the toys always perform as dramatically as indicated. In cases against some of the biggest toy manufacturers, the FTC found, for example, that Louis Marx & Co. commercials for a "bottle set" did not include toy cannon that actually fire exploding components, nor components that produce smoke, or even all the numerous pieces of scenery the TV advertising showed. Nor did the "Chemistry Science Kit" shown on TV by Remco contain all the materials shown. If you bought Remco's "Radio-craft Kit," you may have agreed with the FTC's complaint that you can't really transmit radio broadcasts or construct a transistor radio with the components provided.



playhouses were not flameproof as claimed and usable outdoors in all weather. In fact, they could not even be set up without an interior support such as a card table, the FTC pointed out.

Federal Trade Commission officials have pointed out that some commercials deliberately have exploited both the credulity of the children, and the affection for lack of willpower of parents and other Christmas givers. The FTC experts have suggested these precautions:

1. If toys consist of many pieces, make sure that what you are buying is not just a disappointing portion of what has been shown in the ads.
 2. If the toy is mechanical one, either ask to have it demonstrated, or at least assure yourself it can perform as advertised.
 3. In the purchase of a kit of tools or materials, (construction, chemical, cooking, etc.), don't be misled by the "models" displayed or advertised. Many of these displays may have required the contents of more than one kit.
 4. Don't hesitate to ask the seller for an explanation of any questionable claims. He may be annoyed, but you still are entitled to know exactly what you're buying.
- Perhaps THE bargain of 1962 is the "Mini Union Mail" doll being offered for just 51¢ plus 25¢ cents postage by the Union Label and Service Trade Council, 617 Broadway, New York City 12. This is a no-profit offer of a 18-inch miniature doll wearing a nylon evening gown. We find that dolls of this type usually sell for \$3 up. Any individual can send for this doll. On gross orders of a dozen or more, the council pays the postage.
- The Science Materials Center, 220 East 23rd St., New York 10, offers, among other equipment, an enlarged selection of Science Book-Labs at \$2.95 this year. These provide a 48-page book and kit of materials for conducting experiments, mathematical shapes, rods, magnets and jets and rockets. The center will send you a 24-page Christmas catalog showing selected science playthings and materials ranging to \$1 to \$50.

Settlers' Sitting Session

Price settlement problems and procedures were thoroughly "talked out" last month at gathering of New York Cloak Joint Board staffers. Above, S. Ossi (right), one of numerous participants, in discussion, gets close attention of fellow cloakmakers as he recites recent events experienced in shops.

Dress Union, Employers Join in Study of Market Problems

Acting on the recommendation of Vice Pres. Charles S. Zimmerman, the employers' associations in the seven-state New York metropolitan dress market have agreed to join the union in engaging a firm of prominent economists to study the problems of the market and provide a factual basis for remedial action.

The general manager of the Dressmakers' Joint Council said that he is "acutely disturbed by the steady decline in the number of firms and jobs in the metropolitan dress market."

"We want to take a hard look into the extent to which our market has been affected by the development of large publicly-financed corporations and by the establishment of new plants outside of our area," he said. "We must analyze our problems now, and take whatever action is required to safeguard the interests of our members."

A recommendation to engage a firm of economists was made at a meeting with dress industry impartial chairman Harry Uviller and executive directors of the

employers' associations on December 10. The proposal will be acted on formally at a meeting of the industry's administrative board this week, and will then be submitted for approval to the individual associations and to the union council.

In another industrial development last week, Zimmerman attended a meeting called by the Fashion Originators' Guild with employers' representatives and L. Edward Scriven, deputy executive coordinator of the U.S. Department of Commerce, to explore the possibility of selling American-made dresses in the European market.

The Commerce Department official said that the prospects for sale kind of business are "good to excellent." He offered the

government's help in organizing a trade mission to assist in developing this export market.

Zimmerman, who has been proposing such action for some time, said that the union is ready to participate in such a venture if the whole industry is represented in it.

The council's general manager said that all available evidence indicates the American dress industry's highly developed production techniques, and its huge reservoir of skilled workers, would enable it to compete successfully for the ready-to-wear market in West Germany, England and even in France. "Despite the strong position in the countries,"

ER Education Meet



At recent Eastern Region educational institute gathering in Union City, N.J., members of Locals 148 and 162 hold diplomas after successfully completing course of study which included discussions on varied aspects of the garment industry and labor's important role in the current political scene. Seated third from left is Arthur Stolnick, local manager, who was one of the principal speakers at event.

200 in Eastern Region's Education Pilot Program

A pilot program aimed at activating education committees in the Eastern Region has successfully entered its initial phase with more than 200 members taking part in courses throughout New Jersey, reports Vice Pres. Edward Kramer, department general manager.

In Newark, some 20 delegates from Locals 144-166-222, and 220-251, are midway through a 6-week course in leadership training.

The classes, held one evening a week for two hours at the union office, involve chair-ladder responsibilities, personal problems in the shop, parliamentary procedure, assembly of speech material and outside activities of the union.

The course was prepared with the assistance of the Labor Education Center of Rutgers University, and instructor Steve Remsen.

A similar course is under way in Union City, where some 20 members of Locals 148-162 are taking part in the Tuesday evening sessions.

The role of trade unions in political life was the subject under analysis in Paterson during a three-week course.

Some 25 members of Local 161 found time off from their election campaign activities to complete the course. Instructors were David

'Happy New Year' Means Montreal Work-Week Cut

"Happy New Year!" is going to have a very special meaning next month for 8,000 ILOUW members in the Montreal dress and sportswear industry. As of January 1, or the day they go back to work following the holiday—they'll be on a 37½-hour week, second phase in the ILOUW's planned reduction to 35 hours in Canada. Cloakmakers in Montreal already enjoy the 37½-hour week.

COT Severance Payees



Murray Edelstein, assistant general manager of COT Department, distributes severance pay checks to former employees of Jerome Garment shop in Middletown, Conn. A total of \$26,190 in severance payments went to some 120 workers of the now defunct shop.

COT Program Aims to Sharpen 'Know-How' of Its Shop Leaders

The Cloak Out-of-Town Department has launched its winter education program designed to "sharpen the know-how" of shop activists who are executive board members of locals within its jurisdiction, reports Vice Pres. George Rubin, department general manager.

The aims of the COT educational program is to familiarize executive board members with new developments in the coat and suit industry and to fortify their understanding of problems which confront workers in the shops.

Arranged in conjunction with the ILOUW Education Department, discussions will be held on the following subjects: economics of the garment industry; union benefits; how the union functions; and the responsibilities of shop officers and committees.

Severance Sums

In another COT development, some 165 workers at two shops which went out of business this year were the recipients of severance payments totaling \$26,190 last month.

These were some 116 workers at Jerome Garment Co., in

Toronto New Year Peals To Herald Fewer Hours

A major accomplishment in the union's goal of a 35-hour week in the Canadian apparel industries goes into effect on January 1, 1963 when sportswear workers in Toronto will commence working a 37½-hour week and will receive a 5 percent wage boost to compensate for the

cutback in the work week, announces Sam Kraisman, Toronto cloak manager.

The provision for shortening the work week on that date from the present 39 hours to 37½ hours is contained in the last collective agreement reached between the sportswear manufacturers association and Sportswear Local 129.

Reviewing cloak industry conditions in Toronto, Kraisman reports that the fall season was the poorest in many years and resulted in a sharp curtailment of available work.

The season began optimistically and for the first three or four weeks there was an abundance of work and considerable overtime. However, this trend was short-lived and before Labor Day, a drastic drop took place with no subsequent revival, Kraisman notes.

This was due in large measure to the fact that recently a large firm went out of business and another shop was destroyed by fire at a time when samples and duplicates were completed and salesmen were ready to go on the road for orders.

The Toronto cloak manager points out that in comparison with other cloak markets, the loss of even one shop can have considerable impact on the

status of the industry in Toronto.

In the sportswear industry however, the situation is completely different, with sportswear shops working full time with considerable overtime present, Kraisman reports.

DRESS UNION FETES HONOR ZIMMERMAN ON 65TH BIRTHDAY

Vice Pres. Charles S. Zimmerman was guest of honor at a party given by Dressmakers' Local 22 at the Hotel Astor two weeks ago. The occasion was his 65th birthday.

ILOUW Pres. David Dubinsky and General Secretary Treasurer Louis Stulberg were among the 250 guests, many of them close associates of Zimmerman since the days when he worked as an operator in New York dress shops. Zimmerman served as manager of Local 22 from 1932 to 1959 when he succeeded Julius Hochman, now retired, as general manager of the Dress and Coat Board.

In an informal talk to the guests, Pres. Dubinsky praised Zimmerman as a "tough trade unionist" and as a man who has "devoted his life to the struggle for civil rights and the interests of minority groups."

Stulberg, in his remarks, paid tribute to Zimmerman's achievement in "unifying the quarrelling political groups in the old Local 22 into a modified and effective trade union."

Local 22 Manager Israel Breslow, who served as master of ceremonies, said that he is trying to lead Local 22 along the lines laid down by Zimmerman. "In Local 22," he said, "we are still greatly influenced by the policies he established for us. For us they are still valid."

Zimmerman used the occasion to pay tribute to Nathan Margolis, Max Blustein, Rose Mirsky and other Local 22 leaders who have passed away.

Other speakers were Mrs. Zimmerman, Local 22 chair Pearl Halpern and Jack Lovestine.

Earlier in the same week Zimmerman was the guest of honor at a luncheon given by Italian Dressmakers' Local 69.

BIG TURNOUT MARKS 25TH ANNIVERSARY OF PHILA. KNIT '190'

Philadelphia Knitgoods Local 190 marked its 25th anniversary last month and the event was celebrated at a jam-packed membership meeting held in the auditorium of the Philadelphia Dress Joint Board headquarters.

The overflow gathering was addressed by Manager Joseph Schwartz, Business Agent Ed Rosenberg, Treasurer Meyer Edelstein, and ILOUW Legislative Representative Evelyn Dubrow, whose hard-hitting talk on the importance of labor's role in political processes at local, state and national levels drew a standing ovation.

In his remarks, Schwartz sharply criticized recent attacks on the ILOUW for alleged discriminatory practices and hailed the union's proud history of struggle in the battle of securing equal civil rights for all.



Vice Pres. Charles S. Zimmerman expressing appreciation for party celebrating his 65th birthday tendered by New York Dressmakers' Local 22. Pres. Dubinsky and General Secretary-Treasurer Stulberg were among the 250 guests at the affair.

Vt. Governor-Elect Hoff Wins N'East 'Golden Needle' Award

To the hearty applause of some 500 ILGers and their guests, Vermont Governor-Elect Philip H. Hoff was presented with the "Golden Needle" award of the Northeast Department's Upstate New York and Vermont District Council.

Making the presentation was District Manager Alec Karsody, at a dinner held December 1 at the General Herkimer Hotel in Herkimer, New York.

The award, created in 1941, recognizes outstanding service over a long period of time, to the cause of civil liberty. First recipient of the citation, last year, was Attorney General Robert F. Kennedy.

Hoff, in an upset election last month, became the first Democratic Governor in the history of Vermont. He had waged a hard and long campaign that took him into every hill and valley of the Green Mountain State, including many Local 341 shops.

The Governor-Elect was especially cited for his efforts to pass fair employment practices legislation as a member of the Vermont legislature, and for speaking defeat of a "right-to-work" amendment.

Featured speaker was Evelyn Dubrow, executive secretary of the ILGWU Political Department and the union's legislative representative, who described some of her activities on the "Hill" and outlined

some of the "musts" for the next session of Congress. In a message to the gathering, he declared that "organized labor has always supported and fought for every attempt to secure equal rights and employment opportunities for all people. . . . In this fight we have relied primarily upon our own resources, but we are mindful that we have received great help from many individuals in public and political life."

From Attorney General Kennedy came congratulations and praise for the fact that Hoff "has done much for fair employment practices."

Brief remarks also were made by Council Pres. Rose, Onida County Court Judge John Walsh, Mayor Amelio of Herkimer and Bernard Elow of Korden Manufacturing, one of the oldest organized shops in the district.

IRVINE ACTING MGR. OF DRIVER LOCAL 102



George Irvine, who has been international representative at New York ILGWU Drivers Local 102 since January 1959, has been elected acting manager of the affiliate, succeeding the late Herbert Sherman, who died suddenly last month.

Irvine, who will also continue with his duties as international representative, was named for the post by the local's executive board, with the approval of the ILGWU General Executive Board, and the choice was ratified by the membership at a meeting held in the Hotel Diplomat on December 3.

Before coming to Local 102, Irvine had been a seaman, and was an active member of the Seafarers International Union since 1949. For a number of years, he was on the SIU's organizing staff.

'Golden Needle' Recipient



Alec Karsody, manager of the Northeast Department's Upstate New York and Vermont District Council, right, presents "Golden Needle" award to Vermont Gov.-Elect Philip H. Hoff as Evelyn Dubrow, ILGWU legislative representative, smilingly looks on. The state leader was honored with award for his outstanding service, covering many years, to the cause of civil liberty.

HITS AND MRS.

by JEAN GOOSELL

TANE'S Wait for Phone Call Takes Toll of Harried Mom

With the possible exception of an un-housebroken puppy, there is nothing more nerve-wrecking to have around a house than a daughter who is waiting for a telephone call on a boy.

Actually, I don't know whether it's worse to be the daughter or the daughter's mother. I think both are worse.

When my eldest daughter, who is in the eighth grade, she was telephoned every night by a boy who went to another school. Night after night for a solid week, they carried on interminable conversations which consisted, on her part, mostly of "Uh-huh" and "Oh, you're kidding!"

Actually, I couldn't hear much of her conversation because these talks were conducted in an atmosphere of secrecy appropriate to the trading of atomic secrets. She carried the telephone to the upstairs landing, cupped her hand over her mouth and spoke in low muffled tones.

Still these talks had an astonishing effect. After she hung up, there were stars in her eyes. And, even though she never saw the boy, she began putting up her hair every night.

Naturally, I deplored the whole business. She was much too young to be interested in boys. It was perfectly ridiculous, she ought to be studying instead of hanging on the telephone.

Then, suddenly and inexplicably, the telephone call stopped. It took me a couple of days to realize what had happened, but then in a sudden flash of recognition I knew. I recognized the symptoms of a girl waiting for a telephone call. She'd circle around the telephone and glare at it with a fixed, heavy stare. She was willing to ring. Then she would very deliberately go up to her room and close the door. She was trying out the watched-pot theory.

If the telephone did ring, she would freeze in her tracks, waiting for somebody else to answer it. (She wouldn't want him to think that she was hanging around the telephone, waiting for him to call, for heaven's sake!) She developed a strained look, and spoke, if at all, in monosyllables.

Ordeal by Phone

If you haven't lived through this ordeal by telephone (and if you haven't you're a man) you'll never grasp its full implications of pity and terror. If you have been through it, I needn't itemize its horrors.

As for me, I was reliving an experience that I thought I'd put safely behind me when I got married. Here I was again, experiencing wild hope every time the telephone rang (maybe it's him!) and leaden despair when it turned out not to be. Here I was again, making bar-chin with fate: if I didn't stop on a crack, he'd phone tonight; if I didn't make the traffic light before he turned red, he wouldn't.

I even got mad at my husband, whose fault lay in belonging to the perdition, insensitive sex. He asked me what was the matter with her, and I tried to explain.

"Does she like him so much?" he asked. "She hardly knows him."

"I don't know whether she likes him or not," I said. "That's beside the point anyway."

Finally, on the fifth night, I answered the telephone and it was the boy asking for her! I raced upstairs and, with studied nonchalance, told her that he was on the phone. She purred ecstatically and said, "Well, I might as well talk to him. But only to tell him that I'm not speaking to him anymore."

Twenty minutes later, she charged downstairs, her face radiant. "Mommy, Mommy!" she shouted. "The most wonderful new! Guess why he didn't phone me! He's got double pneumonia!"

Manhattan and Beyond

By LESTER GRANGER

Executive Jimmy Hicks, in his Amsterdam News column, did a service by spotlighting an article in the latest issue of Harpers, written by Paul Jacobs on the subject of the dilemma of David Dubinsky and the International Ladies Garment Workers Union. Because the article is so palpably sloppy, so evidently ill-intentioned, that it reminds us that even our friends is just as important as knowing our enemies. What Jacobs is doing is using the race question to take a slam at the ILGWU, and it doesn't mind twisting facts in order to do it.

It's not the kind of fact-twisting that could send him to jail—or would be spotted by those accustomed to take as fact what they read in a respectable magazine. But if accepted by Negroes and put into their library of facts on the trade union movement, the Jacobs recitation could further exaggerate an exaggerated notion of what the Negro can do alone in improving his trade union situation.

To summarize briefly the Hicks summary of the Jacobs article: the writer describes the tremendous financial support (over a million dollars in three years) given by ILGWU to Jewish and Italian causes in this country and in Israel and Italy, while shelling out only peanuts to Negro advancement programs here at home. In



wagging a reproachful finger, Jacobs cites membership figures to highlight the shame of it all. He declares that a quarter of the 400,000 national membership of the union is composed of "Negroes and Puerto Ricans," and that they compose one half the membership in New York.

Fund-Raising Drives

He doesn't mention that the bulk of the million dollars referred to didn't come from the treasury of ILGWU, but from fund-raising drives carried on within the union—by Jews for Israel or Jewish relief, by Italians for projects in Italy or in this country. The union—whether international or local—served as agent for the collections and as transmitter of the checks.

As for the membership figures, nobody really knows how many ILGWU members "white," "Negro" or "Puerto Rican." On the basis of "face-counting" in shops (and that's a pretty howdy, how can anybody pick

out "Negroes and Puerto Ricans" by looking at their faces in a shop forces?) the guess is 100,000 of Spanish or African or Spanish and African background out of a total membership of 450,000. But this figure includes many Mexican-Americans in the West and Southwest.

Not Half in N.Y.

As for New York, the two minority groups together probably comprise less than a third, not half, of the total membership—and of that over-all "minority group," Negroes are a minority within a minority. They comprise about 25,000 while Puerto Ricans number about 40,000.

Now, only when our thinking is stripped down to the barebones facts of a situation can we make plans for improving it. With American Negroes comprising about 12 per cent of the garment workers' union strength in this city—and with practically no co-operation between the English-speaking and the English-speaking minority members—there has got to be a more effective organization of Negro influence within the union before anything done from outside can be effective. And that effective organization means using every resource that can be found—Jewish, Italian, Polish or what not. Does all this sound complicated? Well, it is complicated. And only an ass would try to repair a watch with an axe.

(This column by the former director of the National Urban League appeared in the December 8 issue of the Amsterdam News, New York Negro Weekly.)

CUTTERS' COLUMN

Cutters' Year Review Shows Crowded Activities Calendar

Cutten in the rainwater trade will receive a \$6 weekly increase effective the first week in January under the agreement renewed last August for a three-year period. Other gains that are already in effect are coverage of grades by the agreement for the first time in this branch; payment for 6 1/2 holidays on a fully guaranteed basis and a ban on dealers with cut-out shops or outside photo-marking establishments. About 150 members of Local 10 are now employed in the rainwater trade.

The year 1962, as a whole, has been a busy one for Local 10, Vice Pres. Moe Falkman stated in a year-end review.

It began with a spirited election campaign which culminated in a decisive vote of confidence for the administration on February 15. This was followed by a memorable

Members should change their Working Cards at the Union Office.

Installation meeting at which Council Secretary Treasurer Stulberg inducted 60 elected officers, business agents, executive board members and delegates to the ILGWU convention.

In March, the local gave full support to the Dressmakers' Joint Council in its drive to tighten up enforcement of the dress agreements. With a fine show of solidarity, cutters walked out of a number of shops to help the workers in other shops obtain properly settled price rates.

In April over 1,200 cutters in the miscellaneous trades came out for the coverage of a new protective medical plan such as the one heretofore covering dress cutters, providing Blue Cross hospitalization and a choice of HIP or Blue Shield for medical service. Later they were permitted to cover their dependents by one of three plans.

The headquarters of the local

Puerto Rico

(Continued from Page 3) from wage increases and rates established through collective bargaining.

In houses and underwear, the recommendations were for rises of 7 cents on hand sewing (from 70 to 75) and 5 cents on other operations (from 85 to 90%).

In children's dresses and related products, the amounts were 7 cents on hand embroidery (from 10 to 15) and 5 cents on other operations (from 87 1/2 to 92 1/2%).

Other Rates

Other recommendations included 8 cents in sweaters and knitwear (\$1.04 to \$1.12); 5 1/2 cents in slacks and trousers (\$1.11); 7 1/2 cents knit gloves (87 1/2 to 95); general classification 8 cents (85 1/2 to 1.45%).

Workers who served on the several committees as labor members included Joseph Schwartz, manager of Philadelphia; Kenneth Goldstein, manager of New York; Corset and Brassiere Local 22; Malabar Undergarment Local 62; Jerry Schoen, manager of Puerto Rico Locals 660 and 601; and Albert Teper, ILGWU director of organization in Puerto Rico.

The union case was presented before the different committees by Dr. Laurence Teper, ILGWU director of Research.

New minimum rates will go into effect as soon as they are officially published by the U.S. Secretary of Labor.

No meeting of Local 10 will be held in December.

look on a new book with the completion in April of an alteration job providing more work space for efficient administration, improved lighting and a painting in bright cheerful colors.

At mid-year the local was engaged in combatting a wholly unfounded and unwarranted finding of probable cause that there was discrimination against a Negro worker and forced a reopening of proceedings before the State Commission for Human Rights. It has demanded that the commissioner who handled the matter disqualify himself from acting further in the matter because of prejudice.

In September the local celebrated its 60th anniversary at Unity House. A "Cutter's Almanac" was published to mark the occasion.

A report of a survey in November showed that the local had placed 316 members on permanent jobs during the preceding year, resulting in a net gain of 100 to get members displaced by firm closings back on jobs as rapidly as possible.

The local is now engaged, together with Local 32, in negotiations for renewal of the agreement and it is hoped this will shortly result in a number of improvements for the workers in this branch.

SIEGEL BOOK DETAILS NEED FOR STANDARD IN UNION ACCOUNTING

The growing complexity of trade union finance is summarized in the November issue of the New York Certified Public Accountant by Morris A. Siegel, general auditor of the ILGWU. The summary takes the form of a review of a book by Harry C. Fisher on accounting for labor unions.

Siegel notes the need for developing standard systems of records, control and accounting in trade unions. But he points out that the need for doing this varies according to whether the organization for which accounting practices are to be developed is a small local union or the office of its international.

Much of this practice is similar to that found in other kinds of organizations. But, referring to chapter headings in the book under review, Siegel indicates the areas peculiar to unions, such as: "What special accounting problems must be developed? Among these are: application fees, Bureau of Labor Statistics reports, checks, checkoff, collective bargaining, delinquent fees, welfare and pension plans.

Siegel's long tenure with the ILGWU makes him an outstanding expert in the field of trade union accounting. At his urging two years ago the New York State Society of Certified Public Accountants designated for the first time a labor union committee of members to prepare a basic guide and a set of principles for trade union accounting.

1963 Envelopes Needed For N.Y. Health Center

New York ILGWU members will need a 1963 medical service envelope in order to obtain medical benefits at the Union Health Center after January 1, 1963. The 1963 envelopes can be obtained at local union offices after December 15, 1962.

These envelopes will be good for the entire year of 1963, except for members of Locals 82, 91, 95, 105 and 155. Envelopes for members of these five locals will be good only until June 30, 1963, and they will have to exchange them at that time to get new ones effective for the July 1-December 31 period.

Members of Local 32 and 88, and members of Local 10 employed in the dress industry, who have chosen HIP or Blue Shield under the dress joint medical plan, will not be eligible to use the Union Health Center, but other members of those locals will be able to use its facilities after December 31, 1962 only if they are given a medical service envelope by their local union.

Bicycle Thief!

前月二十九年十一月五日

紐約工銀力資士基
吃雲吞失單車
陳國貴貧牛民化

New York newspapers gave full coverage early this month to the disappearance of Pres. Cui's bicycle on Sunday, December 2, from in front of a Chinese restaurant where he parked it while purchasing a bowl of soup. The ILGWU president has been making midtown bicycle trips for a week and a half.

The summary takes the form of a review of a book by Harry C. Fisher on accounting for labor unions. The summary takes the form of a review of a book by Harry C. Fisher on accounting for labor unions. The summary takes the form of a review of a book by Harry C. Fisher on accounting for labor unions.

Gala Fete Salutes Vandalia 338 at 25

A century of accumulated membership in the ILGWU was given recognition recently during the 25th anniversary of the chartering of Local 338, Vandalia, Missouri. The four guests of honor, each representing continuing membership in the local was chartered 25 years ago, were Jessie Rose, Donna Sue Zimmerman, Dorothy Reagan, and Gladys Branstetter.

The anniversary dinner was held at the Vandalia Hotel last night on a Wednesday. Included Mayor and Mrs. Kirby; the Mayor gave the welcoming address. Other guests included Vice Pres. Frederick Scheraga, director of the Central States Region, Assistant Regional Director, Frank Rother, Northern Missouri District Council Manager, Erle Beams, and district representative Lester Hayes.

Women and miners who work in groceries, drugstores, chain stores, and other facilities will be able to receive a new wage board award of 23 cents an hour. The new Kentucky minimum wage order, President minimums, which have been in effect for 14 years, range from 46 cents in smaller towns to 56 cents in cities.

All Buitoned Up



Official opening of new three-year contract between Local 64 and Piped Softline Manufacturers Association took place last week at office of Vice Pres. Henoch Mendelkand (seated center), general manager of New York Clock Joint Board. Participants included Anthony Fizzo (left), association president, and Frank Getli, local business agent. Standing (from left) are Joseph Katcher and Michael Schlesinger, of association, and Abraham Schlesinger, union attorney. Terms cover 200 workers.

Consumer Information Campaign Gets U.S. Labor Press Priority

A consumer information campaign will be a top priority for the expanding services program of the International Labor Press Association for the next 12 months, the organization's annual convention decided at its session in Cleveland last month.

The consumer emphasis highlighted the ILPA sessions, which acted also to strengthen the code of ethics.

The convention in addition authorized the ILPA executive council to initiate a long-range program of research into the effectiveness of the labor press at both the national and local levels.

The role labor papers can play in bringing consumer news to millions of men and women who read the labor press was emphasized in a series of workshops which discussed ways and means of providing consumer news.

Undersecretary of Labor John F. Hennings, a former California labor agent, said the labor press has a vital part to play in informing and educating union members to the importance of much social legislation that will form an important part of the administration's program in the next two years.

Chi Center Renews Health Talk Series

Encouraged by the success of its last series of health lectures, the Chicago ILGWU Health Center has begun a new series of health lectures for the 1962-1963 season, reports Vice Pres. Morris Bialis, director of the Midwest Region.

At the first held November 28 at union headquarters, an appreciative audience of 150 union members heard Dr. Arnold Black, president emeritus of the Chicago Rheumatic Society, speak on the problem of arthritis.

Future lectures will be held on the Chicago and Cook County Tuberculosis Institute.

The health education lectures are presented at the Chicago Health Center in cooperation with the Chicago and Cook County Tuberculosis Institute.

Holiday Season

Numerous Christmas parties are being planned by locals throughout the Midwest Region. While Vice Pres. Bialis and Assistant Regional Director Harold Schwartz will be unable to attend them all, they extend to all the Midwest locals, and to the ILGWU membership at large, their best wishes for a happy holiday season.

The strengthening of the ILPA Code of Ethics came with adoption of a new provision reading:

"Members' publications shall not accept advertising which has no demonstrable value to the advertiser in his relation with the members who read the paper."

Purpose of the strengthened code is to make a sharp distinction between legitimate advertisement, for the sole reason, and "concomitant" advertising that is characteristic of racket publications which pass themselves off as "labor" newspapers.

Jail Boss

(Continued from Page 3) sought by intimidation and by threats of loss of her job to force her to abstain from joining the union.

The criminal code section under which the charges were filed was drawn up in 1928. Prosecutions are made under the Summary Conviction Act and the maximum prison sentence is six months. It was the accused officer of the statute to make it an offense to "unlawfully refuse to employ a person, or to dismiss a person, for the sole reason, and such person is a member of a lawful trade union . . . or to seek, by intimidation or threat, to compel an employer to abstain from belonging to such a trade union . . ."

To Protect Workers

In finding that there had been no error by the trial judge, Justice O'Connell said it had to be concluded there was no "independent" section "was inserted to protect employees who are members of a lawful union and not for the protection of the employer."

He added: "The law has the purpose of giving freedom to the workers to belong to a legitimate union without being subject to reprisals on the part of the employer who bears hostile sentiments towards the labor organization in question."

Subsequent to the sentence, Alperin went to prison until his lawyers obtained bail of \$10,000 from Chief Justice Lester Trent. Alperin is pending a projected appeal of the sentence.

JUSTICE

INTERNATIONAL LADIES' GARMENT WORKERS' UNION

EDITORIAL PAGE



CONFIDENCE AND CONCERN

THE YEAR ENDS with our side ahead. 1962 will go down in the books as the time when we skirted closer to conflict in this dangerous age than in any other post-World War II crisis.

It will also be remembered as the year in which the President of the United States, disdaining platitudes and sabre-rattling, took a direct, forceful and courageous stand against Communist encampment in the Western Hemisphere, compelling the bully from the other side of the world to back out.

We refuse to believe that the post-Cuban Khrushchev has suddenly become a little angel of peace and that he has grown soft on democracy. His problem is that big dictatorships spawn bigger dictatorships and now the danger in Russia seems greater on its eastern side than on the west. This, and not any Nobel prize type of love for peace, probably accounts for the withdrawal from Cuba by Khrushchev. What mileage was there for him in getting entangled with the U.S. and its no-nonsense President and at the same time exposing his rear to the Red China?

OUR OWN HIGH SPIRITS are certainly the result of Presidential leadership that, in the matter of Cuba, demonstrated our willingness to take chances for freedom against a bully. In a deeper and more long-range sense it also stems from the confidence we have in the ways of freedom as compared with the fears and suspicions that fill the lives of those who survive under dictatorships.

Rising living standards increase and spread our vested interest in freedom. A recent Labor Department survey showed, for example, that in the one decade, family home ownership increased by about a full third. And collectively we spend more for education, even if only by prolonging the span of schooling.

The remarkable thing about a free society is that all of this can be accomplished through the voluntary agencies of collective bargaining and democratic government. Furthermore, life grows better for more people without making it worse for other people.

The rise in the standard of living has not been accomplished by a fall in the standard of profits due to wages.

This was emphasized in a report from another government agency—the U.S. Department of Commerce. It pointed out last month that the “lag” or “squeeze” in corporation profits is actually smaller than it appears because profits now also incorporate a huge depreciation allowance.

The report shows that between 1948 and 1962—almost the same span covered by the Labor Department report on living standards—employee costs remained unchanged as a percentage of the output of corporations. Employee compensation, including fringe benefits, was 64 percent of total output in both years.

But the percentage share of profits in this period, not counting depreciation allowances, declined from 21 percent of output to 16 percent. If labor didn't get the difference, what did happen to it? Well, some of it returns to management in the form of greater “depreciation allowances”—profits under another name.

But a prime factor in the profit lag, the report declares, is the fact that “the nation's economy has been operating well below capacity.”

This is our real problem at home: excess capacity of plant and people. Our confidence in our strength must be coupled with our concern over unemployment, poor housing, health needs of the people, insufficient schools and the costs of prejudice.

CAN HOUSEWORK BE 'MECHANIZED'?

Excerpts from recent address by a specialist on home economics at meeting of the International Council of Social Democratic Women.

EVERYONE WHO INVESTIGATES THE activities of the housewife stumbles over the difficulties of classifying her work. However, domestic work has some special characteristics not to be found in other work; the great variety of things to do, more than 200 different activities; the short duration of each particular activity; and the mobility required—housewives are always on the move. One study revealed that a housewife working in her home has, on an average, to pass through a door every three minutes.

These factors make the mechanization of domestic work very difficult. To some extent one can use machines which help to make the work easier and produce better results. But they do not appreciably shorten the working hours. The time-saving aspect of modern equipment and

utensils is greatly over-rated. The best in this respect is the fully automatic washing machine, but it saves the housewife only 1-2 hours per week.



RECENT STUDIES SHOW THAT A HOUSEwife's working time in a family with children amounts to about 60 hours per week. But these are not hours one can compare with those of a

Young Africa's Challenge

By
G. MENNEN WILLIAMS

YOUNG people in all corners of the globe are trying to improve their lives and those of their people. This is particularly true in Africa where youth is a dominant characteristic of that emergent continent. Throughout Africa, one can see evidence of ancient civilizations and ways of life adjusting to the burgeoning growth of modern society and young states.

The new and emerging nations of Africa are eager to modernize their structures and their economies, and all the qualities

Excerpt from recent address by the U.S. Assistant Secretary of State for African Affairs at the Youth Youth Youth Service dinner in New York.

became and remains a challenge to the youth of Africa.

THE magnitude of this material challenge is seen more clearly with the help of comparative statistics. The average annual income of Africans is \$132—only \$97 in tropical Africa. In the United States, this figure is \$2,600 per person—some 20 to 30 times that of Africa. Even Latin America's average annual income of \$253 per person is double that of Africa.

In the field of agriculture, in which 90 percent of the population is engaged, productivity levels are very low. This is because most African workers have in the past been restricted to ancient, traditional methods of farming for subsistence crops and relatively few have been trained in modern agricultural techniques. As a result, Africa, which has more arable land and pasture land than the United States, produces only one-twentieth of the world's agricultural commodities and the United States produces one-sixth.

Perhaps one can better visualize the total challenge of the task ahead by sharing the feelings of an African youth, who has seen the best of life in Paris, London or New York, when he looks down the African road and sees a vast African woman, perhaps his mother, bending under an enormous load of firewood, or when he reflects upon the thousands and thousands of village children who are today denied schooling and condemned to a limited future.

IN assisting Africans to build a stable and peaceful continent, the U.S. government has developed a new integrated economic assistance program whose principal thrust lies in economic and technical cooperation, in education and in the development of human resources. Governmental efforts are strongly supplemented by a large variety of African programs and activities sponsored or operated by some 600 private U.S. organizations.

By these means, we clearly show that our fundamental goals in Africa are essentially the same as those set by Africans for themselves—economically viable, socially just, and politically progressive African nations.

By LIEN WILZEN-BRUIJS

worker in a factory or any other kind of paid labor. It is no good looking at these figures and crying: “See, what burdens we housewives carry, how long our working days are!”

For we have no regular working hours. We cannot finish at 5 o'clock, but we can take a rest when we feel like it, and we can work according to our own standards. The working hours in domestic work are flexible. When visitors come, when a housewife takes on voluntary work or, maybe, gainful employment, she manages to complete her domestic activities in a shorter time. Consequently the time budget can be reduced. Yet, according to many home economics specialists, it will come to at least 39 hours a week.

In one study it was found that the most important factors are the personality of the housewife, her skill, health, character, attitude and the standard she sets herself in housekeeping.